

CHAPTER 2

I. SUMMARY OF FINDINGS RELATED TO LOCAL PUBLIC HEALTH AGENCY WORKFORCE – 2005

The size of the local public health agency workforce decreased in each of the past four years. However, 2005 showed an increase in the public health workforce with increases in the number of registered nurses and licensed practical nurses (36), clerical and environmental specialists/sanitaricians. The benefits provided for local public health employees remained stable, and there were increases in the average annual salary earned by several categories of staff including administrators. (See chart at the end of this chapter that shows the breakdown of types of local agency staff.)

TOTAL LOCAL PUBLIC HEALTH WORKFORCE

Local public health agencies in Missouri employ 3041 individuals, 79% of whom work full-time. Moderate turnover in staff is verified by the fact that 14% of the current workforce was hired within the past year. (See Graphs 7.1 & 7.2 and Data Tables 7.1 & 7.2)

BENEFITS FOR LOCAL PUBLIC HEALTH WORKERS

Full time workers in 94% of local public health agencies have health insurance; however, slightly fewer agencies (91%) contribute to payment of premiums. Forty-six percent (46%) of full time local public health workers have access to coverage for dental health services, but only 35% of agencies contribute to dental insurance cost. Eighty-eight percent (88%) of full-time staff in local public health agencies has an available retirement program. Ninety-seven percent (97%) of full time public health workers receive paid sick and 99% have paid vacation leave. (See Graphs 7.3 & 7.4 and Data Tables 7.3 & 7.4)

PROFESSIONAL DEVELOPMENT

One hundred percent (100%) of the local agencies have staff that participates in continuing education. However, sixty-four percent (64%) of the local agencies require participation in continuing education as a condition of employment. Computer-based training is utilized by staff in 93% of agencies and 92% of agencies' staff utilize satellite education programs. Fewer agencies (47%) have staff that utilize college courses as a means of professional development. (See Graphs 7.5.1 & 7.5.2 and Data Tables 7.5.1 & 7.5.2)

ADMINISTRATORS

Forty-three percent (43%) of local public health agency administrators are registered nurses, and 4% are Advanced Practice Registered Nurses. Fifty-six percent (56%) of administrators devote all of their time to administrative duties (up from 55% in 2004), and an additional 23% spend three-quarters or more of their time on administration. Sixty-four percent (64%) of local public health agency administrators have successfully completed training on the Incident Command System. The range of educational levels of administrators is wide, from 19% with high school as their highest level of formal education to 26% with master's or doctorate degrees. Fifty-six percent (56%) of administrators have a bachelor's degree or above, and an additional 7% are working towards a bachelor's degree. Nineteen percent (19%) of administrators have been working in their present job for 2 years or less, and nearly half (40%)

of administrators have been the administrator for 5 years or less. The range of annual salary earned by administrators is wide, from less than \$30,000 (3% of administrators) to over \$75,000 (11% of administrators). The largest percentage of administrators (44%) reportedly earn from \$40,000 to \$54,999 annually. An additional 27% earn in the range from \$30,000 to \$39,999. (See Graphs 7.6.1 thru 7.6.7 and Data Tables 7.6.1 thru 7.6.7)

NURSES

Nurses (registered nurses and licensed practical nurses) continue to represent the largest category of local agency staff (27% of the local public health agency workforce) with a total of 813. There are an additional 49 registered nurses that serve as administrator for their agency. Of the 813 with nursing as their primary focus, 85% are registered nurses and 15% are licensed practical nurses. Seventy-six percent (76%) work full time. Thirty-six of the registered nurses (5%) are working toward a higher degree. Sixty-six percent (66%) of all full-time RNs are reportedly practicing population-based public health nursing. Twenty-nine percent (29%) of the RNs and 16% of the LPNs have successfully completed training on the Incident Command System. (See Graphs 7.7.1.1 thru 7.8.1.3 and Data Tables 7.7.1.1 thru 7.8.1.3)

Ninety percent (90%) of agencies pay their full-time registered nurses an average annual salary of \$30,000 or more (up from 78% in 2004) and 10% pay between \$20,000 and \$29,999. (See Graph 7.7.7 and Data Table 7.7.7)

Fifty-five percent (55%) of agencies have licensed practical nurses (LPNs) on staff. LPNs make up 4% of the local public health workforce. Earnings by full-time LPNs are mainly (82%) in the range from \$20,000 to \$29,999. (See Graphs 7.8.1 thru 7.8.2 and Data Tables 7.8.1 thru 7.8.2)

ENVIRONMENTAL PUBLIC HEALTH SPECIALISTS

Most agencies (90%) have environmental public health specialists on staff. This group represents the third largest category of local agency staff after nurses and clerical workers (12% of local public health workforce), with a total of 379. Eighty-three percent (83%) of environmental public health specialists work full time. More agencies (59%) pay environmental staff an average annual salary between \$30,000 and \$39,999; 28% pay in the range from \$20,000 to \$29,999. Sixty-seven (67) environmental health workers (18%) are reportedly state certified. Nineteen (19) environmental health workers (5%) reportedly have national registration and 198 environmental health workers (52%) have successfully completed training on the Incident Command System. (See Graphs 7.9.1 thru 7.9.5 and Data Tables 7.9.1 thru 7.9.5.2)

NUTRITIONISTS

Eighty-two (82) local public health agencies employ 98 nutritionists (3% of local agency workforce). Fifty-nine percent (59%) of staff in these positions work full time. Fifty-one percent (51%) of full-time nutritionists earn an average annual salary range in the range \$30,000 to \$39,999, 14% earn more than \$40,000 annually, and 35% earn in the range from \$20,000 to \$29,999. (See Graphs 7.10.1 thru 7.10.3 and Data Tables 7.10.1 thru 7.10.3)

DIETICIANS

Twenty-six (26) local public health agencies employ dietitians, 55% of which work full time. Ninety-four (94%) are registered dietitians. The majority (83%) of full-time dietitians earn an average annual salary in the range from \$30,000 to \$39,999. (See Graphs 7.11.1 thru 7.11.4 and Data Tables 7.11.1 thru 7.11.4)

HEALTH EDUCATORS

Only (47%) of local public health agencies employ individuals as health educators. Seventy-one percent (71%) of the 82 health educators work full time. Ten of the 82 (12%) are Certified Health Education Specialists. Thirty percent (30%) of full-time health educators earn an average annual salary between \$20,000 and \$29,999, 47% earn between \$30,000 and \$39,999, and the remainder earn over \$40,000. (See Graphs 7.12.1 thru 7.12.4 and Data Tables 7.12.1 thru 7.12.4)

SOCIAL WORKERS

Eighteen (18) local public health agencies employ social workers. Of the 26 employed, 69% work full-time. Ten social workers (38%) are licensed. More social workers (54%) earn an average annual salary in the range from \$30,000 to \$39,999, 23% earn between \$20,000 and \$29,999, and the remainder (23%) earn over \$40,000. (See Graphs 7.13.1 thru 7.13.4 and Data Tables 7.13.1 thru 7.13.4)

SUPPORT STAFF

Clerical support staff makes up 24% of local agency workforce, the second largest category. The 725 individuals (up from 689 in 2004) are primarily full-time employees (87%) and are the lowest paid. Thirty percent (30%) of full-time clerical workers earn an average annual salary less than \$20,000; 65% earn in the range \$20,000 to \$29,999. Sixteen percent (16%) of clerical support staff have successfully completed training on the Incident Command System. (See Graphs 7.14.1 thru 7.14.4 and Data Tables 7.14.1 thru 7.14.4)

EPIDEMIOLOGY SPECIALISTS

Twenty-three (23) local public health agencies employ Epidemiology Specialists; all of them work full time. Twenty-seven percent (27%) earn an average annual salary in the range from \$30,000 to \$39,999, the rest earn over \$40,000. Seventy-nine percent (79%) of Epidemiology Specialists have successfully completed training on the Incident Command System. (See Graphs 7.15.1 thru 7.15.4 and Data Tables 7.15.1 thru 7.15.4)

EMERGENCY RESPONSE PLANNERS

Thirty-four (34) agencies employ emergency response planners; 91% are employed full time. Ninety-four percent (94%) of the emergency response planners have successfully completed training on the Incident Command System. Emergency response planners mainly (73%) earn average annual salaries in the range from \$40,000 to \$54,999; 23% earn in the \$30,000 to \$39,999 range. (See Graphs 7.16.1 thru 7.16.4 and Data Tables 7.16.1 thru 7.16.4)

PHYSICIANS AND DENTISTS

Fourteen (14) local public health agencies have a total of 18 physicians on staff. Only 2 of the 8 physicians works full time. An additional 153 physicians are available as consultants for local public health agencies. Forty-five percent (45%) work as volunteers.

Only 4 dentists are paid employees of local public health agencies, 3 of which work full time. An additional 27 dentists provide services for local public health agencies primarily (56%) as volunteers. (See Graph 7.17.1 & 7.17.2.3 and Data Tables 7.17.1 thru 7.17.2.3)

OTHER LOCAL PUBLIC HEALTH AGENCY STAFF

Over half (65%) of local agencies employ staff in positions other than those described above. Other staff makes up 23% of local public health agency workforce. Various categories of other staff include animal control officers, homemaker aides, janitorial staff and information technologists. (See Graph 7.18.1 & 7.18.1.1 and Data Tables 7.18.1 & 7.18.1.1)

Total Local Public Health Agencies Public Health Staff Percentages - 2005-2006

